

Sample Questions for an employer during an interview

Congratulations, you have landed an interview! Once you have practiced your answers to potential interview questions, you also want to prepare questions for the employer. Below you will find a sample of questions to consider, but first a few tips to guide you in your preparation.

- Plan for 3-5 questions to ask, note that not all interviews will offer time for questions from you, however it is better to be prepared should the opportunity present itself.
- Consider and prioritize questions that will help you in deciding if you would accept an offer for this position.
- Some of your questions may be answered as you go through the interview and that is okay, a simple "You have provided so many great details about the company and this position that all of my questions have been answered".
- You may think of questions in real time during the interview. It's ok to note your question for later, you want to be mindful of time and not interrupt the interviewer. An exception to this would be if are seeking clarification on what you are being asked, then it's okay to follow up with right away with "That's a great question, I want to make sure I speak to all those points, could you repeat the first part?"
- Finally, the interview is not the time for questions about salary, vacation time, benefits, those are all great questions for when the job offer comes. *Note, an employer may bring up the topic of salary, and it could be uncomfortable, it's okay to sidestep the topic with "I welcome further discussion on that matter, should I be offered the position."

Remember for help with interview preparation or practice your Career Coach is here for you!

1. Tell me about a typical day on the job? What might a new hire expect the first few weeks on the job?
2. Could you give me additional information about your training/support programs for new hires?
3. What qualities or skills would be most important for an employee to succeed in this role?
4. What is a challenge one may face in this position?
5. What would be the first task or project one would work on in this position?
6. Could you tell me more about the team that one would be working with?
7. What is/are your favorite things about working in this department or company?

8. What challenges is the department or company currently facing?
9. What opportunities or support is available for professional development?
10. Could you tell me more about the organizational structure?
11. If an employee is succeeding in their role, what opportunities are there for advancement?
12. Is there a formal evaluation process? How would my work be evaluated in this position?
13. How might one measure success in this role?
14. For the supervisor: What is your leadership style? How long have you been in leadership role(s)?
15. If the position is remote, clarify expectations, are any hours required in the office? How are remote staff incorporated into the office culture?
16. Is it possible to get a tour of the facility? (if applicable to the position or company)
17. Are there plans to hire more team members in the future?
18. What departments or team members does the person in this role work closely with?
19. What are the most important company/department or team values? (choose one)
20. What is the timeline for a hiring decision?

Sources:

[Handshake Blog: 34 sample questions to ask during a full-time job interview](#)

[Harvard Business Review 38 Smart Questions to Ask in a Job interview \(5/19/2022\)](#)

Big Interview general and competency question banks